Claims

1. A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system
5   comprising:-

configuration functions comprising:

an employee setup function comprising means for creating a database
10   record for an employee, and

an objective function comprising means for configuring objectives for employee performance,

an information management function comprising means for capturing raw
15   data, and for processing the captured raw data according to an objective to generate employee performance data, and

a database comprising means for storing said performance data and for
20   interfacing with the configuration and the information management functions.

2. A performance management system as claimed in claim 1, wherein the configuration functions comprise an objective group function for creating an
25   objective group of objectives to which similar weightings are applied and for associating an employee record with said objective group.

3. A performance management system as claimed in claim 1, wherein the configuration functions comprise:

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a function for generating an appraisal ratings group of ratings defining how an employee is appraised with reference to objectives,

a data dictionary function comprising means for creating a data dictionary item defining how raw data imported into the system is processed and displayed, and

means in the objective function for associating an objective with an appraisal rating group and with a data dictionary item.

4. A performance management system as claimed in claim 1, wherein the configuration functions comprise an objective wizard function for configuring objectives for employee and team performance.

5. A performance management system as claimed in claim 4, wherein the objective wizard function comprises means for prompting input of objective description, appraisal definitions, and a rating calculation.

6. A performance management system as claimed in claim 1, wherein the configuration functions comprises a KPI wizard function comprising means for prompting user input of organisation-level ratings and thresholds.
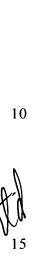
7. A performance management system as claimed in claim 6, wherein the configuration functions comprise a KPI group review configuration function comprising means for grouping KPIs together for reporting purposes, and the information management functions comprise a KPI group review function comprising means for outputting group review data.

8. A performance management system as claimed in claim 1, wherein the user interface, the configuration functions, and the performance management

functions together have a structure of classes for instantiating objects in a user interface layer, a business logic layer, and a data services layer.

9. A performance management system as claimed in claim 8, wherein the business logic class instantiates business logic objects having code of a configuration or an information function, and means for terminating the object at the end of a user session.

10. A performance management system as claimed in claim 9, wherein the business logic layer executes on a business server.

11. A performance management system as claimed in claim 10, wherein the data services layer comprises a class for instantiating data services objects residing on a database server and means for terminating said objects after a user session.

12. A performance management system as claimed in claim 10, wherein the system comprises a transaction server for executing data services layer functions.

13. A performance management system as claimed in claim 12, wherein the transaction server comprises means for maintaining a pool of data services objects together and for maintaining a pool of database connections.

14. A performance management system as claimed in claim 10, wherein dynamic library links for the objects are registered using proxy stub pairs on both a client and a server.

15. A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system comprising:-

5   a configuration function comprising means for generating an appraisal ratings group of ratings defining how an agent is appraised with reference to objectives;

        a configuration data dictionary function comprising means for creating a data
10   dictionary item defining how raw data imported into the system is processed and displayed;

        a configuration objective function comprising means for configuring objectives for employee performance;

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        a configuration employee setup function comprising means for creating a database record for an employee;

        a configuration objective group function comprising means for creating an
20   objective group of objectives to which similar weightings are applied, and for associating an employee record with said objective group,

        an information management function comprising means for capturing raw data, and for processing said data according to data dictionary items for said
25   objectives and objective groups to generate performance data for an employee record associated with the objective group; and

        a database comprising means for storing said performance data and for interfacing with the configuration and information management functions.